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BC/5365

AGREEMENT

BETWEEN

LOCAL 459 OF THE IBEW

AND

JAMESTOWN

CITY SCHOOL DISTRICT

July 1, 2010-June 30, 2011

July 1, 2010-June 30, 2011

IBEW CONTRACT

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ARTICLE I

Section 1.1 - Recognition:

- A. This Agreement as executed by the parties hereto shall constitute the entire and only agreement between the parties hereto. The Employer recognizes the Union as the sole and exclusive bargaining agent for the following full time employee classifications according to the listed units:

1. **Maintenance Units:**

- A) Head Maintenance Mechanic
- B) Maintenance Mechanic I

2. **Headmen Units:**

- A) Head Custodian
- B) Custodian I

3. **Warehouse Unit:**

- A) Storeroom Attendant
- B) Bus Mechanics
- C) Computer Service Specialists
- D) Groundskeeper (to be established in 2007-2008)

Recognition shall also include any newly created classifications, which will normally be associated with the former Maintenance Association and/or Headmen's Agreements.

No language in this section shall require the employer to fill vacant job classifications.

- B. The Board and its agents will not discriminate in any manner whatsoever against any member of the Union because of his membership in the Union.

ARTICLE II

Section 2.1 - Union Security:

A. **Membership Maintenance:**

Any employee who, on the effective date of this Agreement, has joined the Union and authorized dues deduction or who, in the future, joins the Union and authorizes dues deduction must continue the dues deduction authorization and remain a member for the duration of this Agreement, with the proviso that any such employee may resign from the Union and revoke the dues deduction authorization during a period of fifteen (15) days prior to the expiration date of this Agreement.

B. Union Deductions:

1. Payment by Check-Off: Employees shall tender the monthly membership dues as authorized by each individual by signing the authorization form.

Check-Off form: During the life of this Agreement and in accordance with the terms of the authorization form hereinafter set forth, the Employer agrees to deduct Union membership dues from the pay of each employee who executes or has executed the authorization form.

2. When Deductions Begin: Check-Off deductions under all properly executed authorization forms shall become effective the first pay period of any given month.
3. Deductions shall be made to allow for dues or agency fee to be withheld from the employee in accordance with the 10 month deduction cycle which is twenty (20) pays beginning with the first pay received in September of each year.
4. Termination of Check-Off: An employee shall cease to be subject to check-off deductions beginning with the month immediately following the month in which he is no longer a member of the bargaining unit. However, an agency fee shall be deducted from his wages in accordance with subsection C of this article.
5. Disputes Concerning Membership: Any dispute arising as to an employee's membership in the Union shall be reviewed by the designated representative of the Employer and the representatives of the Local Union, and if not resolved may be decided through the grievance procedure.
6. Dues shall be remitted to the designated officer of the Union, whose name shall be communicated in writing to the District, signed by the elected officers of the Union.

C. Agency Fee:

1. Effective July 1, 1992, the District shall deduct on a bi-weekly basis from the wages of all employees who are represented by the I.B.E.W. Union but not members of said Union an agency fee equivalent to the dues and assessments required of all regular members of said Union. Such agency fee shall be remitted to the designated officer of the Union.
2. The Union agrees to indemnify and save the Employer harmless from any and all claims, suits, or any other forms of liability arising out of deduction from an Agency Fee.

ARTICLE III

HOURS OF EMPLOYMENT AND OVERTIME PAY

Section 3.1 - Hours of Employment:

The normal scheduled work week for all employees covered by this Agreement shall consist of eight (8) hours a day and forty (40) hours a week, with the understanding that any of such employees may be required to work in excess of forty (40) hours per week to meet emergencies which will be paid for on an overtime basis as described below.

- A. "Day Work" employees are defined as those whose regular hours of work are scheduled as eight (8) consecutive hours (exclusive of time out for lunch) between the hours of 6:00 a.m. and 5:00 p.m., over a period of five (5) consecutive days per week, (Monday through Friday).

In some instances the work shift may begin prior to 6:00 a.m. or extend beyond 5:00 p.m. The employee has the option of working only from the start time up through eight hours or may work beyond the eight hours to complete the full regular shift. If more than eight hours are worked, then the contract language regarding overtime would apply.

- B. "Scheduled" employees are defined as those whose regular hours of work may be during any twenty-four (24) hour period, usually on a day and evening schedule but not around the clock. Scheduled employees may have schedules requiring Saturday, Sunday, and Holiday work.

The Maintenance Unit will be the specified unit responsible for doing building checks on weekends and holidays.

- C. The Board of Education and the Union will meet and discuss summer hours by departments where it is feasible and where such hours do not increase normal overtime or require hiring of additional employees other than those normally hired temporarily during the summer.
- D. Any changes in the above scheduled hours shall be mutually discussed in detail with the Business Representative or his designee, except in cases of emergency. After the emergency is over, the employees shall return to their regular work schedules. Emergency is defined in Section 12.7.

Section 3.2 - Overtime Pay:

All work performed in excess of forty (40) hours in a scheduled work week or performed in excess of eight (8) hours a day will be paid at the rate of time and one-half (1 1/2) the employee's regular rate of pay. All time in which the employee receives compensation will be considered time worked in considering overtime. Employees shall be paid double

time for work performed on Sunday or his second rest day if it is not regularly scheduled as part of the employee's regular work week. The rate of time and one-half (1 1/2) the employee's regular rate for all hours worked plus the holiday or vacation day will be paid to employees performing work on those days.

Scheduled overtime will be arranged in advance insofar as it is possible based upon operational circumstances and will be distributed as equally as possible within each of the units among the eligible employees who are available by reason of being on the shift and at the installation where the work is required. If the work is of a specific nature, requiring a specific expertise, then those employees so qualified will get the work. If the work is of a "general" nature in a school building (Headmen Unit), the work shall be distributed as equally as possible within a school year among all eligible employees, within that specific building.

The Union agrees to assist and cooperate with the employer to avoid abuse and misuse of overtime by employees conducting themselves in such a manner as to create overtime by various means.

No employee shall be required to take time off to offset any overtime worked or to be worked during any regular work week.

In order to receive overtime pay (premium rate) the employee must complete the employee's regular shift of eight (8) hours unless prior approval of vacation and personal day by the immediate supervisor.

Section 3.3 - Equalization of Overtime:

Overtime within the Unit shall be reasonably equalized through the year.

Section 3.4 - Sixteen Hour Clause:

An employee who has worked sixteen (16) hours or more in any twenty-four (24) hour period, without having a rest period of at least eight (8) hours during that period, shall upon release have a rest period of at least eight (8) hours from the time of his release before returning to work. If such rest period extends into the employee's regularly scheduled hours for four (4) hours or more, he shall be excused from duty from his regularly scheduled hours without loss of pay at straight time, provided that if such rest period extends into his next regularly scheduled hours for less than four (4) hours he shall be excused from duty for that portion of his scheduled hours which is covered by the rest period without loss of pay at straight time rate.

Effective April 4, 1979, an employee who has worked in excess of sixteen (16) hours under the provisions of the above paragraph, the hours worked in excess of sixteen (16) hours will be paid at double time (two times the straight time wage rate).

Section 3.5 - Meals:

When an employee is called out to perform emergency work and misses a regular meal, he shall be allowed up to one-half (1/2) hour at the applicable rate of pay to obtain and eat the missed meal.

If an employee is asked to work overtime which causes him to lose his normal meal, he shall be allowed up to one-half (1/2) hour at the applicable rate of pay.

ARTICLE IV

CALL-IN-PAY

Section 4.1 - Call-In:

A straight time allowance of four (4) hours will be credited to hourly men called out in cases of emergency outside their regular working hours for each call-in up to and including three (3) call-ins during any overtime period each day. Following the third call-in, overtime pay will be computed on hours actually worked. If during any call-in, the overtime rate for time actually worked exceeds four (4) hours of straight time rate, the hours worked shall govern the determination of overtime pay. This section will not apply to the extension (before or after) of the scheduled work day.

ARTICLE V

MANAGEMENT RIGHTS

Section 5.1 - Rights:

The Employer reserves its exclusive rights to exercise the normal functions of management. This shall include the right to hire new employees and to direct the working forces and manage its operations, to discipline, suspend, discharge for just cause, layoff, transfer employees, transfer employees because of lack of work, require employees to observe reasonable company rules and regulations, and to decide the method and schedule of work and production, etc., subject to written provisions of this Agreement. Questions of interpretation of this provision shall be subject to grievance procedure.

ARTICLE VI

EMPLOYMENT

Section 6.1 - Seniority:

Seniority shall apply to all regular employees and shall mean length of continuous service within the specific unit with the employer since his last date of hire. When more than one employee is hired on the same date, seniority will be determined by alphabetical sequence according to name.

In the event that an employee transfers into the I.B.E.W. bargaining unit from another bargaining unit, the employee will not be considered as a new employee. Previously established district seniority will not change.

However, for job bidding, layoffs, or bumping purposes, the employee will have a unit seniority date which will start as of the day the employee was awarded the job within the I.B.E.W. bargaining unit.

A. Seniority Lists:

The District's Human Resources Director shall supply an updated seniority list to I.B.E.W. Business Agent or designated I.B.E.W. representative upon request - but after July 1 of each school year. Such list shall show the job titles and date of hire of all employees in the Union entitled to seniority.

B. Loss of Seniority:

Seniority shall be broken and the employee shall be removed from the seniority list only for the following reasons:

1. If the employee quits.
2. If he is discharged and the discharge is not reversed through the grievance procedure of the Agreement.
3. If he is absent for three (3) consecutive working days without notifying the Employer and fails to give explanation for the absence and lack of notice which are satisfactory to the School Administration.
4. If he fails to return to work from layoff when recalled from layoff as set forth in the recall procedure provided herein.
5. If he is on layoff for a period exceeding eighteen (18) months.
6. Assumes other employment during a Leave of Absence.

Section 6.2 - Probationary Period:

All employees hired into each unit from the outside shall be on probationary status for the first two years of their employment after which they shall attain seniority status and their names shall be entered on the seniority list with their seniority dating from the date of hire.

Any probationary employee may be terminated for any reason without recourse before the expiration of the probationary period.

The Employer will send to the Union a copy of any employee notice regarding the probationary period and any request for extension.

Section 6.3 - Job Postings:

A job vacancy shall not be deemed to exist until the former incumbent has fulfilled the required trial period.

When a permanent job vacancy has been deemed by the Employer to exist, it shall be posted within five (5) working days. Posting will show job title, shift and location of the opening and qualifications required for the job.

Posting shall be accomplished by notification on bulletin boards with a copy forwarded to the I.B.E.W. Business Agent.

All postings will have five (5) working days between the posting date and the removal date and all applicants must have their bid submitted and received in the Human Resources Department by the end of their working shift on the date of removal. Any bids submitted through the US Postal Service must be postmarked no later than the date of the removal.

Any bid not received in the Human Resources Department by this date or postmarked later than the removal date will be considered ineligible.

Upon request, names of those who bid and the name of the successful bidder will be given to the I.B.E.W. Business Agent or designated I.B.E.W. representative.

Section 6.4 - Filling of Vacancies:

A. Selection:

Selection to fill posted vacancies will be made from those qualified to do the job on the basis of qualifications and seniority.

Shift and assignment preferences will be considered where applicable on the basis of seniority within the same classification where a vacancy exists.

The normal progression based upon qualifications and seniority shall be as follows:

1. Within the same unit.
2. Within the local.
3. Within the School System.
4. From those outside the School System.

B. Determination of Salaries:

The Board may promulgate regulations applicable to the technical administrative and scientific positions, and those positions in skilled and semi-skilled work and fix the salary of a person upon appointment to such a position at a rate of compensation in excess of the minimum step of the salary schedule for that particular classification, when the training or experience of such appointee substantially exceeds requirements so necessary for appointment. Such regulations shall provide that when such appointment is made, the salaries of other employees serving in the same title or classification, having qualifications of training and/or experience equal to those of the person being appointed shall be increased by such an amount as may be necessary to equal the rate of compensation of the person appointed.

Section 6.5 - Qualifications:

Qualifications shall be defined as follows:

1. Performance of work assigned in a manner as safe and economical as possible under the circumstances.
2. Knowledge and experience, previously acquired, of the job to be filled. Temporary assignments made outside of seniority shall not be the qualifying factor.
3. Cooperation with Supervisors.
4. Protection of the lawful interests of the Employer.
5. Punctuality and observance of the rules and regulations of the Employer.

Section 6.6 - Trial Period:

All employees selected from within shall be given a trial period up to a maximum of thirty (30) working days. This period may be extended an additional thirty (30) working

days upon mutual agreement. If the employee elects to disqualify himself from a position he shall have thirty (30) working days in which to do so. If the employee disqualifies himself or he is deemed unsatisfactory by the District during the first thirty (30) working days, he shall be returned to the same position at the same location from which he bid.

If there is a disqualification by either party within the first thirty (30) working days of the trial period, the job shall be given to the second qualified bidder and the job vacancy need not be posted.

An employee who elects to disqualify himself within thirty (30) days from the first day of the trial period shall be returned to his former classification at the location from which he bid. If an employee disqualifies himself within the first thirty (30) days of the trial period, the job shall be given to the second senior qualified bidder, and the job vacancy need not be posted.

Section 6.7 - Temporary Assignments:

If an employee is temporarily placed in a lower classification than that in which he is regularly assigned, no reduction in pay will be effected. An employee temporarily placed in a higher classification at the direction of the immediate supervisor shall receive the up-graded wage if the employee is in the classification for one hour or more.

An employee required to perform work in an upgraded classification will receive an additional sixty-five cents (\$.65) per hour.

Day to day absences, where regular employees are not available for assignment, may be filled by substitutes. Temporary employees may be hired for a period not to exceed thirty (30) days, except for employees on an extended leave.

Section 6.8 - Layoff and Recall:

A. Reduction in the work force shall be effected through the following procedures:

1. Probationary employees in the affected classification and unit shall be immediately laid off.
2. The necessary number of least senior employees shall be removed from the affected classification and unit.
3. Any of the least senior employees so removed shall be able to exercise seniority rights within the unit to bump into a classification designed to be a lower classification and shall receive the rate of pay for the job that he has been reassigned.

4. An employee who has bumping rights as set forth above shall have the right either to exercise the bump or accept the layoff until recalled.
5. The least senior employees who remain unplaced after the reduction in the required classification and unit, and bumping is completed, shall be laid off.

Prior to the layoff, the District shall notify the Union and arrange a meeting to work out the procedure, giving recognition to qualifications and seniority.

B. Recall:

Laid off employees shall be recalled in the inverse order of the layoff - the most senior employee shall be recalled to the first opening in the classification from which the employee was laid off, or, if he had bumped down from his original position in the reduction of the work force before being laid off, to such original position. An employee may be notified by phone of recall; however, if no contact is made, such notification shall then be by written certified notice to the employees last known address on file with the school administration and shall require the employee report for work within three (3) work days after the date of delivery or proof of non-delivery. Failure to report shall result in the loss of seniority.

All affected employees shall retain their seniority in the unit at the date of layoff for a period of eighteen (18) months.

Any employee being laid off shall receive his unused and accrued vacation during the period of layoff.

Section 6.9 - Performance Appraisal:

All employees in the Union will be evaluated on their performance periodically. Supervisors making evaluations will review all evaluation forms with the employee who will attach his signature to the form. The employee's signature does not necessarily mean he agrees with the evaluation. The employee's signature means the employee has seen and understands the evaluation. All employees have the right to forward any comments to the Human Resources Director and these will be attached to the evaluation form.

Section 6.10 - Personnel Files:

Employees may have the right to examine their personnel files (personal references excepted) upon request periodically at the convenience of all parties. Only those persons with an official legal right and reason and with employee's consent, may inspect an employee's file.

Once each year, an employee may have the right to indicate those documents and/or other materials in the employee's file which he believes to be inappropriate for retention. Said documents will be reviewed by the Human Resource Director and if agreed, they will be removed from employee's file. The material shall remain in the file should their removal not be approved by the Human Resources Director. After a three (3) year period, should there remain a disagreement over the question of inappropriateness, a hearing on the matter will be set by the Superintendent for final decision.

ARTICLE VII

LEAVE OF ABSENCE

Section 7.1 - Union Activities:

At the request of the Union, one employee shall be granted a leave of absence without pay for the purpose of accepting a position with the International Union, provided such leave of absence does not exceed one (1) year and provided there is sufficient advance notice to enable the Employer to obtain a qualified replacement for the position vacated. Such employee shall accumulate seniority during the first year of such leave of absence. This leave of absence is renewable every year with mutual consent of both parties.

The Employer agrees to cooperate with the Union and allow two (2) members of the Local to attend without loss of time or pay, provided that the time is no more than twelve (12) days in one (1) calendar year and provided that such time off would not be for more than three (3) consecutive days at a time, to attend specific functions of the Local, International, or other affiliated Union Body.

Meetings with the District and representatives of the Local employed by the District will be held without loss of wages or time for up to two (2) employees. Such meetings will be held during normal work hours. In the event a representative of the Local employed by the District is scheduled for afternoon or evening shift, said employee will be granted commensurate time off for those specific hours.

Section 7.2 - Personal Leave of Absence:

Leaves without pay will be granted in accordance with the specified provisions for each type of such leave as hereinafter provided, for Military Service and Physical incapacity. Leaves for other purposes may be granted but shall be subject to the consent and approval of the Superintendent of Schools or designee.

Section 7.3 - Personal Days:

Employees will be granted three (3) personal days each year of the contract and may be used at the discretion of the employee under the stipulation below.

These days shall not be drawn from the employee's accumulated sick leave.

The use of these days is based upon a full year of employee service to the District and it is understood and agreed between the parties that should an employee retire or terminate before having earned these days, such employee will suffer a deduction in pay.

The days may not be used immediately prior or following a holiday, recess or vacation period unless waived by the Superintendent or designee. The proper request form must be completed by the employee and approved by the supervisor as soon as practical and not later than noon of the day previous to the desired personal day. Unused personal days, as of June 30th each year, shall be added to accumulated sick leave.

When, because of an extreme emergency, it becomes impossible to make the advance notice, the employee will report by telephone (as in the case of other absences) to the Building and Grounds office. In order to have such an absence charged to personal days, the employee must so request in writing, using the provided form, prior to the end of the pay period. Failure to make this written request will result in a deduction from pay for that day.

Section 7.4 - Sick Leave:

Purpose - Pay for sick leave time will be provided on an accumulative basis for the primary purpose of protecting the employee's family living income during protracted periods of unavoidable absence due to illness or accident. Short-term incapacity, bereavement and personal emergencies, as hereinafter provided, are also considered good, secondary causes for compensated absences.

Annual Accumulation - Employees shall be entitled to a sick leave accumulation at the rate of one (1) day per month of employment. The "day" as used herein as the basis for accumulation, shall be the schedule of daily hours to which each employee is assigned. This sick leave, to the full amount of its annual accumulation per employee, shall be twelve days for twelve (12) month employees. As of July 1 of each year, each employee will be credited with twelve additional days of sick leave credit. Unused sick leave left over at the end of the school year shall be accumulated to each employee's credit to a maximum total credit of one hundred and eighty (180) days.

The crediting of these days assumes that service (in months) will be rendered equivalent to the total number of such days credited.

Employees on a leave of absence for any reason cannot add to their accumulation of sick leave credit while on leave. All employees must be "in service" (actively working) in the system in order to accumulate days of sick leave credit or to receive benefits from the sick leave program.

If the service of an individual terminates due to retirement prior to the completion of the twelve (12) month earning period, only that fraction of the twelve (12) day advanced allowance which has actually been earned by the individual shall be due for payment in accordance with Article XIV, Section B, of this Agreement.

Effective July 1, 1995, all newly hired employees shall earn sick leave days at the rate of one (1) day per month of completed service after the employee's date of hire. The total accumulation of days earned but not used shall not exceed one hundred and eighty (180) days. Payment upon retirement of earned but unused days shall be in accordance with Article XIV, Section B Terminal Leave Pay.

Paid for Leave Schedule

Sick leave may be used, in accordance with the schedule specified herein, for personal or family illness, bereavement and personal emergencies.

- A. Personal Illness - Bonafide physical incapacity to report for and discharge duties, to the extent of unused days credited.
- B. Employees may use sick leave credit at no loss of pay for the following reasons:
 - 1. Family Illness: Bonafide pressing need due to illness of an employee's immediate family or household, not more than five (5) work days for each emergency. Family as defined herein is wife, husband, child, parent, brother, sister, in-laws, or other relatives not listed herein living in the home. Household includes person(s) who reside with you.
 - 2. Family Bereavement - Leave, up to a maximum of five (5) work days will be provided for those as defined above. For the purpose of bereavement, "family" shall also include grandparents and grandchildren.
 - 3. Compliance with Court Order or a Subpoena in any local, state or federal court for any matter of law.
 - 4. Employees may utilize their sick leave for up to five (5) days for bereavement other than the defined "immediate family."
- C. Attendance Incentive: The District will make a payment of one hundred and twenty five dollars (\$125.00) per quarter of perfect attendance for employees that have displayed perfect attendance. Payment will be made within the following two weeks of the quarter.

Perfect attendance is not impacted if the employee uses vacation or personal days, bereavement for immediate family or members of the household or jury duty.

Section 7.5 - Sick Leave Bank:

On August 1 of each year of the Contract, all employees shall be eligible to voluntarily contribute two (2) of their accumulated sick days to a sick leave bank. Once an employee elects to join the bank and thereby makes an initial contribution, such employee shall automatically continue as a member of the bank and such two (2) days sick leave contribution shall be made to the bank on August 1 of each year.

The maximum number of days in the bank shall be three hundred (300) days. Should at any time the number of days in the bank drop below thirty (30), upon Committee determination, a reassessment will be made to all contributing members for up to two (2) days. Should a member not have any days of personal sick leave available, assessment shall be made from the number of days that member will accrue as of the following July 1.

It is understood and agreed that sick leave days deposited into the bank become the sole and exclusive property of the bank. No employee may claim entitlement to such days at the time of retirement, termination, etc.

As soon as possible, after August 1 but no later than November 1 of each year, an updated list of active sick bank members and the total number of days contributed to the bank shall be sent to each member of the committee.

Employees requesting the use of the bank must be on an extended leave due to personal illness and must have used all of their own sick leave, personal days and all but five (5) days of their vacation time before drawing from the bank. Employees may request up to thirty (30) days per illness.

The Sick Leave Bank shall run from August 1st to July 31st.

A waiting period of five (5) working days must pass following the use of all the employees specified earned days prior to his use of the sick leave bank. Before the start of the sick leave bank, an attending physician must certify that the individual is unable to perform regular duties.

Application to use days from the bank must be made on the appropriate application form, along with the doctor's statement, and forwarded to the Human Resources Department.

Within five (5) working days of the receipt of the application, the Bank Committee, composed of one (1) member of the Headmen's Unit, one (1) member of the Maintenance Unit, and the Superintendent or his designee shall act upon each application. A meeting of the Committee shall take place should there be a question regarding approval. The decision of the Committee shall be final and binding.

Employees on workers' compensation shall not be eligible to apply for sick leave bank benefits.

Section 7.6 - Jury Duty:

Employees who serve on jury duty will not suffer loss of regular pay for that time, but will return to the Business Office the pay received for jury duty - exclusive of the travel allowance. An employee will not suffer loss of sick leave for days served on jury duty.

ARTICLE VIII

GRIEVANCE PROCEDURE AND FINAL RESOLUTION OF DISPUTES

Section 8.1 - Grievance Procedure:

A. Matters Relevant to Grievance Procedure:

1. The time limits in the grievance procedure may be extended by mutual agreement, in writing. Otherwise, all grievances not filed within thirty (30) working days will be null and void and inadmissible to the grievance procedures herein this agreement.
2. Any step of the grievance procedure may be bypassed by mutual agreement, in writing.
3. In the case of a group, policy, or organization type grievance, the grievance may be submitted directly to the Human Resource Director at the second step by the Union's representative, and time limits for Step 1 will apply.
4. Chief Steward may investigate and process grievances during working hours without loss of pay, upon notification to immediate supervisor.

B. Settlement of Grievances:

Any grievance or dispute, which may arise between the parties, regarding the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1: The Union Steward or other authorized representative of the Union, with or without the employee, shall take up the grievance or dispute with the employee's immediate supervisor within ten (10) work days of its occurrence, (if at any time the steward or other authorized representative of the Union is unaware of the grievance, he shall take it up within ten (10) work days of his knowledge of its occurrence.) The supervisor shall then attempt to adjust the matter, and shall respond to the steward within five (5) workdays.

Step 2: If the grievance has not been settled, it shall be presented, in writing, by the Union Steward or other authorized representative of the Union to the Human Resources Director within ten (10) work days after the supervisor's response is received. The Human Resources Director will respond to the Union Steward or other authorized representative of the Union in writing within five (5) work days after a hearing on the matter.

Step 3: If the grievance still remains unadjusted, it shall be presented by the Local Union Business Manager and/or his authorized representative to the Superintendent and/or his designee within ten (10) work days after the Human Resource Director's response is received. The Superintendent or his designee shall schedule a meeting within five (5) work days after receipt of the grievance with the Union Grievance Committee. The Superintendent shall within five (5) work days of such meetings, set forth an answer in writing to the Local Business Manager.

Step 4: If the grievance is still unsettled, either party may within thirty (30) days after the reply of the Employer is received, by written notice to the other, request arbitration.

C. Arbitration Procedure:

1. By mutual agreement either PERB or the American Arbitration Association shall be requested by either or both parties to provide a panel of not less than seven (7) members of impartial arbitrators from which both the Employer and the Union shall make a selection in accordance with the Board's rules of procedure. Upon receipt of the list of Arbitrators, the parties shall make their selection within seven (7) work days.
2. The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.
3. No Arbitrator functioning under this step of the grievance procedure shall have any power to amend, modify or delete any provisions of this Agreement.
4. Expenses for the Arbitrator shall be borne equally by the Employer and the Union.

D. Discharge:

1. An employee must make a selection of remedies prior to filing a grievance, i.e., either following the grievance procedure as outlined in this contract or following the procedures set forth in Section 75 of the Civil Service Law. Should the employee submit a grievance under this contract, such submission shall constitute an election of forum and he shall waive his right to pursue such action, in any forum be it Administrative, Civil Service, judicial or otherwise (with exception to statutory laws) to hear such complaint.
2. Notwithstanding the foregoing procedures for the processing of grievances, protests against the discharge of an employee shall automatically bypass the first two (2) steps of the procedure and be lodged at Step 3 for consideration, commencing at the Superintendent's level, as provided. Step 3 meetings on discharge cases shall take place within three (3) work days after receipt by the Superintendent of a protest against the discharge. The Union will be notified in writing of the discharge action and upon receipt of said notice the normal time limits will apply. (The above does not include probationary employees.)

ARTICLE IX

HOLIDAYS AND HOLIDAY PAY

Section 9.1 - Holidays:

For all full-time employees, a total of fourteen (14) holidays are granted as follows:

Independence Day	Labor Day
Columbus Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Christmas Day	Day before OR after Christmas (Depending upon School calendar)
New Year's Day	Day before OR after New Year's (Depending upon school calendar)
Martin Luther King Day	
President's Day	
Good Friday	
Memorial Day	

****Should there be a need due to school closings for a make-up day and employees are required to report on President's Day, contract provisions regarding overtime pay will not apply; i.e. employees performing work on that day shall be paid their regular rate of pay.**

An employee must work the regular scheduled working day before and the day after the holiday to receive said holiday pay. An employee shall not lose holiday pay because of personal illness on the day before or after a holiday, provided the employee submits a physician's statement.

Section 9.2 - Holiday Observance:

- A. If a holiday falls on a Sunday, it shall be observed as a holiday on the following Monday. Employees will have that Monday off with pay. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. Employees will have that Friday off with pay.

Any employee called in to work on a holiday or vacation day will be paid overtime for the hours worked in addition to their holiday or vacation pay.

- B. An employee is not entitled to holiday pay if a leave of absence without pay is taken the day before or the day after the holiday. If written application for a leave without pay is made at least forty-eight (48) hours before the holiday and the application is approved by the Employer, the employee will be eligible for holiday pay.
- C. Temporary or seasonal employees are not entitled to holidays.
- D. Holiday pay for all employees will be based upon their straight time hourly rate.

ARTICLE X

VACATION AND VACATION ALLOWANCE

Vacation is earned in the year prior to which it is used. Each July 1, vacation eligibility is based upon the previous 12 months of service. If less than a full year of service is worked, the employee shall receive a proration of the amount as listed in the following chart. For employees with less than one year of service, accumulation of vacation days will be at the rate of one (1) day per month with the total days not to exceed five (5).

- A. Vacation with pay at the employee's regular straight time rate will be allowed to employees covered by the terms of this Agreement as follows:

YEARS OF SERVICE	DAYS OF VACATION
0-1 year of service	1 day per month up to a maximum of 5 days
1-5 years	10 days
5-8 years	12 days
8-10 years	14 days
10-15 years	17 days
15-18 years	18 days
18-20 years	22 days
After 20 years of service	One half additional day for each year of additional service up to a maximum of 23 days

- B. Vacation shall be given during the calendar year at such time as may be mutually agreed upon between the Board and the employee. If mutually agreeable, an employee will be granted a split vacation period. All vacations will be granted insofar as possible in accordance with the desires of the employees in order of their Board seniority, but the Board may allot vacation periods in order to insure orderly operation and adequate and continuous service.
- C. Employees have the ability to carryover up to five (5) vacation days per year with the approval of the Director of Buildings & Grounds. Said carryover days must be used in the following year or will be forfeited.

ARTICLE XI

WAGES

Section 11.1 - Wage Rates:

Negotiated increases in hourly rates and adjustments have been incorporated into the hourly rates set forth in the attached EXHIBIT "A".

Raises to commence July 1 of each contract year.

Section 11.2 - Temporary Assignments:

Refer to language in Article VI, Section 6.7, of this Agreement.

Section 11.3 – Initial Salary Placement & Increment Movement:

All new hires from the outside will be placed on Step 1 with the exception of those new hires who meet the requirements under Section 6.4B. New hires will remain at the step that was determined at the time of hire for the duration of their first year and advancement in step shall occur as of July 1 if employed prior to March 1 of that year. If hired between March 1 and June 30, any new hires would stay on the same initial step with increment occurring the following July.

Once the initial step movement occurs as indicated above, all employees are eligible for advancement by one (1) step of the pay schedule on July 1 of each year of the contract until that person progresses to the top of the schedule.

Section 11.4 - Shift Differential:

Those employed on the second shift shall receive a twenty five (25) cent differential above the base rate and those employed on the third shift shall receive a forty (40) cent differential above the base rate.

Section 11.5- Longevity Payments:

Employees shall receive longevity in accordance with the following schedule. Increases to be implemented as indicated below.

Service After Years	10-11
5	\$.25
10	\$.55
15	\$.65
20	\$.70

This increase over their base annual salary will become effective the beginning of the July 1st pay period following their date of seniority.

ARTICLE XII

GENERAL

Section 12.1 - Supervisors:

Supervisory employees shall not as a regular practice perform work of the type normally performed by the employees they supervise, except for the work necessary for trying out, experimental, instructions and emergencies. Emergency is defined in Section 12.7. The Employer agrees to make a good faith effort to obtain a replacement and within a reasonable period of time, once the need for a replacement has been determined by the Employer.

Section 12.2 - Bulletin Boards:

Bulletin boards shall be provided by the Employer for the use of the Union for the posting of notices regarding Union business.

Section 12.3 - Re-Employment Rights:

Employees in the Armed Forces of the United States shall be entitled to reemployment rights as provided by the Federal Law.

Section 12.4 – Disability:

A. Physical Incapacity:

1. Employees are responsible to inform or cause the School Administration to be informed of the health-connected reasons for any anticipated absence, or absence as promptly as possible. The Employer may require a doctor's certificate in the event of each instance of absence exceeding three (3) consecutive days.
2. An employee may, at any time prior to the expiration of the pay for sick leave, request in writing extended non-compensable leave of absence terminating at a specific date. This request must be accompanied by the attending physician's statement.
3. Should extension of the above leave be required, a renewal application, along with the physician's certification, must be submitted and reevaluated.
4. When an employee recovers and is released by the attending physician so as to return to work, the said employee shall have to notify the Human Resources Office of his intention to return. Such

application must be supported by a report from the attending physician certifying that the employee is fully recovered and capable of performing the function and duties of his position. This notice shall be given as much in advance of the employee's intended return as practicable.

5. Upon the effective date of physician's release, the employee shall be placed for immediate assignment to the first available position for which he is qualified and which is commensurate with that which he held had the leave not intervened; if necessary to provide the opening, the employee with the least seniority holding such a position may be bumped.
6. Employees who do not report recovery when released by the attending physician for return for duty, or who refuse to accept an available opening offered which is commensurate with the position held before the leave or who fail to request extension for leave and do not report for duty upon such expiration, shall be terminated and their seniority shall be broken.
7.
 - a. If any employee is disabled in the course of his employment and is thereby unable to perform his regular work, the Employer will make every effort to provide other work that he is capable of performing, if it can be reasonably arranged.
 - b. Should the employer have light duty work available, in keeping with the restrictions of a physician's assessment, an employee may be returned to work with the payment of wages that he is entitled to minus a two dollar (\$2.00) differential. An employee on light duty would not be required to perform work on an overtime basis and would be exempt from overtime eligibility.

If an employee is on sick leave as a result of an injury or illness, the Employer may assign such employee to work in a job, which a doctor authorizes the employee to perform.

Section 12.5 - Access to Premises:

Union representatives will be permitted access to the premises of the Employer upon showing proper identification and providing there is observance of existing rules and regulations. The Union agrees to assist the Employer in preventing unauthorized persons on Employer's premises. It is understood that applicable New York State Education law will apply.

Section 12.6 - Illegal Provisions:

In the event that any provision is determined to be illegal under any federal, state or local laws, the remainder of this Agreement shall continue in effect and the parties agree to negotiate a new provision to comply with such applicable law.

If any provisions of this Agreement shall be found to be invalid by any court having jurisdiction in respect thereof, such finding as to such provision shall not affect the remainder of this Agreement, and all other terms and provisions hereof shall continue in full force and effect as set forth herein. Upon any such judicial determination, the District and the Union will promptly negotiate and endeavor to reach agreement upon a suitable substitute for the provisions so found to be invalid.

Section 12.7 - Definition of Emergency:

For purposes of this Agreement, it is understood that emergency shall mean any emergency caused by fire, flood, storm, act of government, or other cause beyond the control of the Employer, such as illness or death of an employee, or quitting employment without notice.

Section 12.8 - Work Rules:

Existing rules will continue and any changes or additions to such work rules will be discussed with the Union prior to implementation. It is understood that such work rules shall not be in conflict with the provisions of this Agreement.

Section 12.9 - Weather:

Outside weather conditions shall be taken into consideration by the Employer prior to requiring an employee to work outside.

Section 12.10 - Safety:

The Employer agrees to meet with and discuss at mutually convenient times safety procedures with representatives of the Union (consisting of not more than two (2) employees.)

The Employer agrees to provide a place of employment which shall be safe for the employees therein and shall adopt and use methods and procedures adequate to render such places of employment safe; and shall do every other thing required to comply with applicable Federal and State laws to protect the life, health and safety of such employees. The term "safe" or "safety" as applied to any employment or place of employment, shall include conditions and methods of sanitation and hygiene necessary for the protection of the life, health and safety of employees or the public to comply with applicable Federal and State Laws.

The Employer and the Union agree that mutually adopted "Safe Work Procedures" shall be adhered to and that no change in such rules shall be made without mutual consent.

The employer agrees to participate in a Labor Management Health and Safety Committee.

The Health and Safety Committee shall be considered an adjunct of, and subordinate to, the regular grievance procedure herein set forth. All disputes and disagreements arising under the health and safety clauses of this Contract, if not disposed of by the Health and Safety Committee, shall proceed to the final bargaining step prior to arbitration and if not disposed of, shall proceed to arbitration as provided in this Contract.

Where an employee considers work on his job unsafe, he shall contact his immediate supervisor in an effort to resolve the issue. In the event that the issue is not resolved, a Union representative of the Joint Safety Committee and/or the immediate supervisor is not available, the employee shall continue working on that portion of his job which is considered to be safe until such time as the unsafe part of his job is disposed of or resolved. (The final resolution of whether a portion or portions of an employee's job is unsafe shall be determined by arbitration as provided in this Contract.)

Section 12.11 - Conflicting Regulations:

Any specific or general provisions of this Agreement notwithstanding, wherever a provision of this Contract is determined to be in conflict with the Civil Service Law of the State of New York or with rules, regulations, or procedures thereunder, the Civil Service Law, regulations, rules and procedures shall be controlling, subject to review by normal grievance or judicial procedures.

Section 12.12 – Schooling:

All job related in-service schooling required by the Jamestown Board of Education will be paid for by the Board. Employees may request such schooling through their immediate supervisor with the final decision being reserved by the Superintendent of Schools. The District pays 100% of all licenses and certifications required to perform job related duties.

Section 12.13 - Contractors:

During the life of this Contract, contract personnel shall not be used by the Board of Education for such contract work which would adversely affect the regular hours of work, the regular quota of personnel or the regular pay for employees covered hereby. Regular shall mean the normal work week of five (5) days, forty (40) hours per week.

Section 12.14 - Savings and Retirement Annuity Fund:

Any employee, through proper payroll deduction authorization, may request amounts to be deducted from his pay and forwarded to the respective fund.

Such deductions will be made each pay and remitted monthly.

The District is not liable for any act or omission of the Company. The only involvement of the District is to deduct the requested amount and forward same as requested.

Such action by the District in no way implies endorsement of the amount, the Company, or the plan selected.

Any such agreement may be terminated at any time upon written notice by either such employee or the District.

Section 12.15 - Use of School Facilities:

The I.B.E.W. Local will be permitted the use of school facilities for regular and special business meetings of the Local and for committee meetings on Union business, as well, provided that such use is requested one (1) week in advance without disrupting other commitments for use of the premises and without incurring additional cost to the School District.

Section 12.16 - Weather Days:

In the event of a snow day and employees are unable to report for work, upon written request and/or making proper application, employees may utilize their personal days, vacation days, or accumulated sick leave days for that day.

Section 12.17 - Asbestos Handling:

The District shall add one dollar (\$1) per hour over and above the employee's established rate during the period of time the employee is assigned to perform asbestos removal for which the employee is qualified and certified to do.

Section 12.18 - Mileage:

District rate set by Board of Education.

Section 12.19 - Tool Allowance (for Bus Mechanics only):

\$200 per year for new tools; replacement costs up to \$100 per year.

ARTICLE XIII

INSURANCE BENEFITS

Section 13.1 – Health and Life Insurance:

Effective three (3) months from the date of employment, the Board of Education will provide hospitalization and surgical benefits along with major medical, and \$10,000 term life insurance in accordance with the employee's eligibility.

All participating members shall receive the benefits covered under the Chautauqua County School Districts Plan document as written and dated February 2001. At no time shall the benefits for employees be less than provided as of February 2001 unless agreed upon between parties. Employees opting for the Indemnity (Traditional) Plan will have a deductible of \$200 Single and \$400 Family. Employees hired on or after July 1, 2010 will only be allowed to enroll in the Point of Service (POS) plan.

The District will have the right to change insurance carriers, provided that the benefits will be equal to or greater than what is currently being provided. The District will consult with the Union prior to implementation.

Details of the health plan can be obtained in the Basic Health Benefits Plan booklet of the District.

The current indemnity plan of Jamestown Public Schools available for participation for the I.B.E.W. is the Chautauqua County School Districts' Medical Health Plan (February 2001).

Employee contributions for employees hired on or after July 1, 2010 shall be as follows:

Date of Hire	Plan	Contribution Rate Board's	Contribution Rate Employee's	Life Insurance
Employed full time 7/1/2010 or after	Individual, 2-Person, or Family POS	80%	20%	100% paid by Board if eligible*

Employee contributions for employees hired after July 1, 1997 shall be as follows:

Date of Hire	Plan	Contribution Rate Board's	Contribution Rate Employee's	Life Insurance
Employed full time or after 7/1/97	Individual	90%	10%	100% paid by Board if eligible*
	Family	85%	15%	
Employed full time or after 7/1/99	Individual	90%	10%	100% paid by Board if eligible*
	Family	80%	20%	
Employed on or after 7/1/81 and working less than 8 hours per day but more than 3 hours per day or 15 hours per week	Individual	50%	50%	100% paid by Board if eligible*
	Family	50%	50%	

Unit members prior to July 1, 1997:

Date of Hire	Plan	Contribution Rate Board's	Contribution Rate Employee's	Life Insurance
Employed full time or prior to 7/1/81	Individual	94%	6%	100% paid by Board if eligible*
	Family	85%	15%	
Employed on or after 7/1/81 and working less than 8 hours per day but more than 3 hours per day or 15 hours per week	Individual	50%	50%	100% paid by Board if eligible*
	Family	50%	50%	

- To be eligible for life insurance, employee must work on a regular basis for four (4) or more hours per day or twenty (20) or more hours per week.

Section 13.2 – 80/20 Prescription Drug Plan:

Members of this bargaining unit will be provided with an 80/20 prescription drug card. This 80/20 prescription card will enable them to purchase discounted drugs and they will pay 20% at a participating Diversified Pharmaceutical-Express Scripts drug store to a maximum out of pocket expenses of prescription drugs of \$100 per individual per year.

Once the \$100 out of pocket minimum has been reached, the plan will pay 100% of the cost of the drug(s) for the remainder of the plan year. No deductible will apply to this prescription plan. Members cannot submit their 20% payment to the major medical carrier for reimbursement. Under this plan, the major medical out of pocket maximum will be reduced from \$400 to \$300 per individual per year for major medical expenses other than prescription drugs. The Express Scripts Governing Document dated December 1, 2000 will prevail. The terms of this agreement are in effect as long as the Trust has a contractual relationship with Diversified Pharmaceuticals-Express Scripts and Express Scripts offers such a plan to the Trust. If at such time the relationship ceases to exist between Express Scripts and the trust or the plan is discontinued then drugs will be reimbursed through the major medical coverage as done prior to the implementation of this 80/20 prescription drug card.

Section 13.3 – Dental Insurance:

Effective three (3) months from the date of full-time employment, employees may purchase dental insurance through the District. Participating employees pay 100% of the premiums for single, two-person, or family coverage.

The District will pay for all costs to administer the dental insurance plan.

Section 13.4 - Supplemental Life Insurance:

All employees who are eligible for term life insurance are also eligible to enroll in the District's supplemental life insurance program at their own expense. Such cost for supplemental life insurance shall be borne by the employee. The amount of the insurance value shall be ten thousand dollars (\$10,000).

Section 13.5 - Guarantee of Fringe Benefits:

During the life of this agreement, the Board of Education will provide its previously established contribution towards health and life insurance for a period of twelve (12) months after being placed on leave of absence without pay due to a prolonged continuing illness.

Section 13.6 - Flex Plan (Section 125 Plan):

- A. Eligibility - To be eligible for this benefit, the employee must have worked three (3) months for the District and must have worked six (6) hours per day. A prorated amount shall be contributed by the District for those working less than ten (10) months per year. The District shall pay the administrative fee for each year of the contract. Employees may utilize the plan in accordance with the Internal Revenue Code rates for:

- Accident and health plans including medical insurance, medical reimbursement, disability insurance, etc.
- Group Term Life Insurance
- Dependent Care Assistance

Plan year shall be from September 1 through August 31 of each year. Claims must be submitted for services rendered during the plan year no later than September 30.

B. District Contribution Rates - All employees hired before February 5, 1996 will receive a District contribution of \$400.00 for the life of this contract.

All employees hired after February 5, 1996 will receive a District contribution of \$250.00 for the life of this contract.

Section 13.7—Health Insurance Buyout:

An employee may withdraw from the District's health insurance plan effective July 1 of any fiscal year. An employee who submits notification of such withdrawal and remains off the health insurance plan for the entire fiscal year (July 1 through June 30) shall receive at the end of the fiscal year a payment of \$1,000 if the employee previously had family or two-person coverage or \$500 if the employee previously had single coverage.

In order to receive the payment, the employee must not be covered under any health benefit plans paid for by the District. On an annual basis, the employee must submit evidence of alternative coverage by means of certificate of coverage or an active insurance enrollment card. Employees shall be eligible to return to the health plan during the course of the school year only upon a showing of a loss of alternative health insurance coverage, in which event the employee may reapply for admission into the District's health plan.

New employees who have worked full-time for three months and who have health insurance coverage through other means may take part in the Health Insurance Buyout by annually providing the District with evidence of alternative coverage as specified above.

ARTICLE XIV

RETIREMENT

A. Retirement Plans

Effective the first of the month following three (3) months from date of employment, the Board of Education will pay full amount of retirement contribution for the "75i" Plan and the "41j" Plan for all employees hired prior to

July 1, 1976. All employees hired after July 1, 1976 are subject to a 3% employees contribution requirement.

B. Terminal Leave Pay

All employees on the payroll as of July 1, 1992 shall receive upon their retirement, an award equal to 40% of their unused accumulated sick days, including personal days, accumulated monthly beginning the school year 1961 through July 1, 1994 and one (1) full day for those days earned prior to that date. All terminal leave credit shall be frozen for all employees beginning July 1, 1994.

In the event an employee uses frozen terminal leave days, amount of terminal leave is diminished. Terminal leave, however, may be built back up to the frozen (i.e. capped amount) as of July 1, 1994.

The number of terminal leave days will be multiplied by their daily rate of pay as of July 1, 1994.

The maximum number of days for this award shall not exceed ninety (90) days for ten (10) month employees and 108 (one hundred and eight) days for twelve (12) month employees. Payment of the Retirement Award shall be made (at the option of the employee) in the following manner:

1. In one (1) lump sum
2. To purchase Health Insurance
3. Extended time

If the employee elects extended time, these days shall be used to extend the employee's date of retirement beyond the date that the employee actually physically leaves the employ of the school district. These days shall not be used for additional service credit with the New York State Employees' Retirement System under 41j Plan, but the remaining number, up to the maximum of 165 allowable under the 41j Plan, will be used as additional service credit.

C. Retirement Notification

All employees must notify the Human Resources Office of their intent to retire by February 1 of the year in which they wish to retire. Decision to be binding in absence of extenuating circumstances (i.e., change of status). Payment of terminal leave is subject to meeting this notification time unless deemed by the Superintendent or designee that special circumstances prohibited the employee from serving proper notification. Terminal leave will be paid by the end of September of the fiscal year following retirement.

E.g. Fiscal year July 1 to June 30

Date of Retirement
June 30, 2007

Notice to District
by February 1, 2007

Explanation:

The time frame to have the budget done and prepared for the upcoming fiscal year is May 1, of that year. In order to properly budget for terminal leave such notice to District is required by February 1, of that year, to identify employees who will be leaving within the upcoming fiscal year. Any questions regarding this notice should be directed toward the Human Resource Director.

The employee will be continued under the current health insurance plan and contribute at the rate of contribution for active employees for the period equaling the employee's terminal days forty percent (40%). At the expiration of terminal days, the employee has the option of carrying the health coverage at the retirement rate established by the District.

ARTICLE XV

ASSURANCE OF NO VIOLATIONS

Section 15.1 - Strikes, Slow-Downs, Etc.,

The Union agrees that there shall be no strikes, slow-downs or other interference with production during the terms of this Agreement. The Employer agrees that there shall be no lock-outs during the terms of this Agreement.

The Union has given the Employer a certification and affirmation that it does not assert the right to strike, in accordance with the provisions of the Public Employees' Fair Employment Act.

Section 15.2 - Non-Discrimination:

Pursuant to the Affirmative Action Plan of the Jamestown Public Schools, the Employer agrees to employ and advance all employees on the basis of fitness, merit, and efficiency without discrimination or harassment against any applicant or employee because of race, color, creed, national origin, sex, age, marital status, political or religious affiliation, or physical disability, except when it is necessary to meet a bona-fide occupational requirement.

Section 15.3 - Gender:

Words used in this Agreement in the masculine gender shall include the feminine.

ARTICLE XVI

AGREEMENT

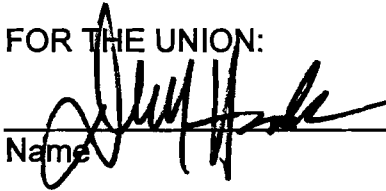
Section 16.1 - Duration:

This Agreement shall be effective July 1, 2010 and shall be in force one (1) year until June 30, 2011. It shall thereafter continue in yearly periods unless notice of desiring changes, in writing, via registered mail, is given by either party to the other at least sixty (60) days before the expiration of this Agreement.

Section 16.2 - Proper Approval:

This agreement is subject to the approval of the International President of the Union and the Board of the Employer.

FOR THE UNION:

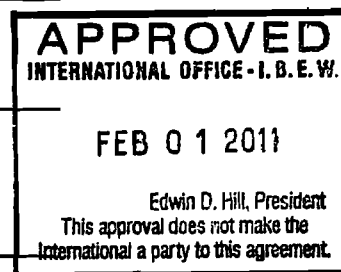


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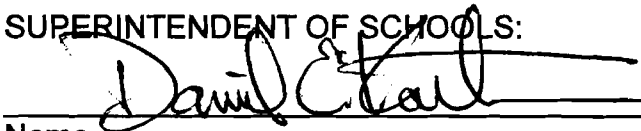
Business Manager/Financial Secretary

Title

DATE: 11-4-10



SUPERINTENDENT OF SCHOOLS:



Name

DATE: 10/1/10

Exhibit A

IBEW SALARY SCHEDULES

Head Custodian/Head Maintenance Mechanic	
Step	2010-11
1	\$16.28
2	\$16.68
3	\$17.09
4	\$17.52
5	\$17.97
6	\$18.40
7	\$18.84
8	\$19.31
9	\$19.77
10	\$20.94
11	\$21.98
12	\$22.18

Computer Services Specialist	
Step	2010-11
1	\$16.68
2	\$17.10
3	\$17.52
4	\$17.94
5	\$18.38
6	\$18.83
7	\$19.28
8	\$19.75
9	\$20.22
10	\$21.41
11	\$22.35
12	\$22.55

Custodian 1	
Step	2010-11
1	\$15.35
2	\$15.70
3	\$16.06
4	\$16.44
5	\$16.83
6	\$17.23
7	\$17.63
8	\$18.05
9	\$18.48
10	\$18.91
11	\$19.85
12	\$20.05

Maintenance Mechanic/Bus Mechanic	
Step	2010-11
1	\$15.75
2	\$16.15
3	\$16.57
4	\$17.00
5	\$17.45
6	\$17.87
7	\$18.31
8	\$18.75
9	\$19.20
10	\$20.35
11	\$21.30
12	\$21.50

Storeroom Attendant/ Groundskeeper	
Step	2010-11
1	\$12.58
2	\$12.88
3	\$13.19
4	\$13.51
5	\$13.85
6	\$14.19
7	\$14.53
8	\$14.88
9	\$15.24
10	\$16.31
11	\$17.08
12	\$17.28

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